



Maryland Career Development Association

NEWSLETTER

JULY 2023

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Dr. Sujata Ives

July is Freedom month!



**MCDA is a Division of the Maryland
Counseling Association and a State
Division of the National Career
Development Association**



DR. SUJATA IVES

PRESIDENT, MCDA

The month of July brings out bright colors of the American flag in clothing, food, and decorations!

People pridefully wear shades of red, white, and blue to their 4th of July picnics, vacations, and parades in our democratic country to show their appreciation of all the wonderful freedoms that they enjoy.

This month reminds me of foreign-born counselors who migrated to the US for a better life filled with educational, religious, and work freedoms. Perhaps because they are female; perhaps because they are gay; perhaps because they are old. The -isms reside in all corners of the world and not only in the Western Hemisphere as we know to be true.

This month is a reminder to be grateful and focus on intentional thoughts and actions. Be, Do, Have. Be grateful for the freedoms that you enjoy each day. Do intentional acts of kindness and servitude, so you can have an abundant life for yourself.

Here are some articles of interest while you are relaxing at the pool or beach:

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extension://efaidnbmnnnibpcajpcgglefindmkaj/https://digitalcommons.sacredheart.edu/cgi/viewcontent.cgi?article=1483&context=jcps

If these links don't work for you, then simply go to Google Scholar and type in "Foreign-born Counselors" and you will find a plethora of articles there!

~Sujata~



National Career Development Association

www.ncda.org

Chicago Conference a huge success!

Congrats to Diana Bailey, Sujata Ives, and Maryland State for bringing it home!!





Natalie Kauffman

MCDA, Advocacy Co-Chair

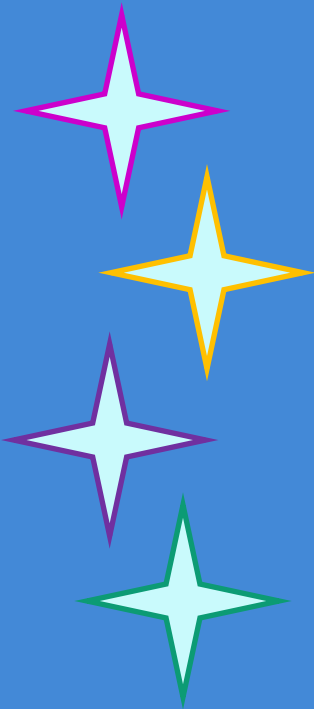
This year at the 2023 NCDA Global Career Development Conference in Chicago, Illinois, two members of MCDA were the proud recipients of NCDA awards.

Our MCDA President, Dr. Sujata Ives, received the Diversity Initiative Award and one of our long-standing members and previous MCDA Presidential Award recipient, Ms. Diana Bailey, received the Legislative Award. *(Diana is also a previous NCDA Merit Award winner and an NCDA Fellow Award recipient.)*

NCDA's Diversity Initiative Award promotes and recognizes the individual or team who through their initiatives and commitment, have demonstrated a high degree of cultural responsiveness within the domain of career related activities.

NCDA's Legislative Award was established to recognize national, state or local legislators or practicing career counselors, consultants or career educators for outstanding performance in career development advocacy.

Kudos to both Sujata & Diana for their outstanding achievements!



APCDA

Dr. Marilyn Maze, Executive Director

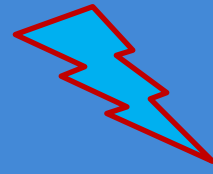
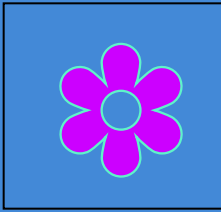
The 2023 NCDA Conference in Chicago was more fun than most because so many of us had not seen each other for years!

This year a large number of international guests attended and were very happy to reconnect. The depth and variety of the presentations was excellent, as were some of keynotes.

The compact location made it easy to find each other – we just had to use the escalator to see all 4 floors, used by the conference, including the lobby. The river was great for walking and we were surrounded by wonderful restaurants. We even had our own Whole Foods market which made it easy to skip a few restaurant meals.

The conference was packed with learning, connecting, and getting reacquainted. The International Reception was exceptional where people enjoyed networking, food, and music. But I think Natalie Kauffman wins the prize for having the most fun at an NCDA Conference – a great way to celebrate a birthday...and in her favorite color purple!





Mark your calendars for the August ROUNDTABLE

April, June, August, October, December

Join us for an engaging Roundtable discussion!

Free to Members. Only \$10 for non-members.

When: August 9th, 12:00pm, Eastern Standard Time (EST)

Topic: *ADHD in the Workplace*

Presenter will be Advocacy Co-chair: *Elle O'Flaherty*

Topic: "ADHD in the Workplace"

Letter of participation given upon request.

Time: 12:00 PM Eastern Time (US and Canada)

The registration link is:

<https://mdcareers.org/event-5321289>

**BE MINDFUL OF
ZOOM
ETIQUETTE**



Finding Leadership Lessons in the Most Unlikely Places

Article Written by Kent Julian

KentJulian.com

3 Leadership Tips that will help you better navigate those challenging conversations when you're not confident in exactly what to say!

Finding Leadership Lessons in Unlikely Places

I attended a Stingrays Swim Meet last night. It's the team I was privileged to coach for 10 of 13 seasons as a swim coach.

One of my favorite parts of the evening was seeing the 15-to-18-year-old swimmers who were little kiddos when I was coaching (it's been 10 years since I "retired" as a coach).

Yet my absolute favorite thing from the evening was visiting with Coach Danielle. I was privileged to coach her when she was a middle-school and high-school swimmer. After a lot of hard work, she eventually became a junior coach during that time and later became my lead assistant. After I retired, she stepped into the head coaching position. She's an absolutely lovely person and an amazing, talented coach!

As I stated, I wasn't going to post this on LinkedIn because this platform is a "professional" platform. Yet when it comes to leadership, coaching swimming has taught me as much about organizational culture and leading others as anything I've done. I've had the privilege of leading both small staffs and staffs of more than 100 people. I've been the Executive Director of a National Association. I've led and organized conferences for 7,000 to 8,000 attendees as well as trained and consulted thousands of teams including C-Suite leaders to frontline workers. (As a side note, it's hard to articulate this without using the word "I" a lot — and while these are some of the leadership positions I've been privileged to hold, the journey has been filled with as many mistakes and failures as accomplishments and successes.) Leadership Lessons Learned from Swim Team.

With this as background, I can truthfully say that coaching swimming for 13 seasons — which was a fun, "part-time" hobby that felt more like an additional full-time job for 3 months of the years — has taught me as much (if not more) about leadership than any other endeavor. In fact, the more complex and complicated a leadership issue becomes, the more I find myself going back to the simple and straightforward lessons I learned as a swim coach.

For instance:

- 1) Organization — Every morning we ran practices for 3 hours at 2 different pools for 150-180 swimmers who were classified in 6 different age groupings.
- 2) Skill Development — The process of teaching challenging swim strokes like butterfly and breaststroke can take years for swimmers to learn. Then, once they finally learn to swim the stroke properly, you move to the next phase which is developing

mastery via tiny, difficult, technical tweaks that make a huge difference in performance.

As Angela Duckworth says in her best-selling book GRIT, when it comes to success and achievement, “Effort counts twice.”

3) Leadership Development — Overseeing direct reports has its challenges, but imagine trying to guide more than a dozen bubbly junior coaches and assistant coaches (all high school and college age) while making sure they understand the huge responsibility of keeping young swimmers safe, being role models, organizing practices, guaranteeing meets run smoothly, interacting with parents or league officials, and more.

4) Negotiating — Again, imagine working with your team board, the opponent’s team board, meet officials, team sponsors, and the league board... let’s just say you quickly become adept at negotiating or you are out of a job.

5) Importance of Details — As a leader and business owner, I’ve negotiated hundreds of contracts, purchased multiple properties, organized week-long conferences in major arenas for 7,000 to 8,000 attendees... yet nothing is more arduously specific as seeding a meet. I’m convinced this is what led to my hair loss!

6) Culture and Character — Our team was competitive and wanted to win. But we also strived to compete according to our 5 Core Values which included embracing personal responsibility, sportsmanship, and avoiding any shortcut to success. We would rather lose with dignity than dishonor ourselves in a win.

7) Legacy — The best leaders leave a legacy by departing from an organization better than they found it and helping the people they serve become better in the process. And while we teach what we know, true leaders realize they reproduce who they are. With this in mind, each year when I visit my former swim team, I get to reconnect with Coach Danielle who has gone much further than me as a coach. But even better, I gain a glimpse of how she is positively impacting a generation of young swimmers who have no idea who “Coach Kent” is and who I would never be able to influence on my own. For this former swim coach, nothing is better!

From Complex to Simple

As stated earlier, the more complicated leadership becomes, the more I go back to the basic principles I learned as a swim coach. A swimming pool seems like an unlikely place to learn leadership lessons that work so well. But isn't that often the case?

Foundational leadership principles hold strong no matter how complex the issue.

Let's never forget this as we lead our organizations and teams forward!

Kent Julian

KentJulian.com



How Do I Become an MCDA Member?

How To Join

Go to www.mdcareers.com

Only \$30 US dollars! Join with a friend or colleague too!

Benefits of Membership

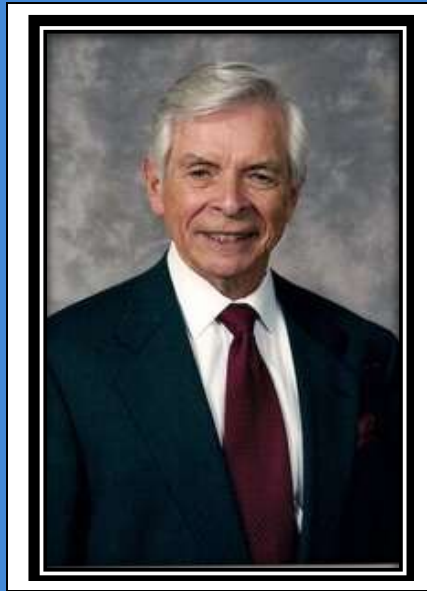
- Promotional Literature
- MCDA Newsletter
- Advertise your business on the MCDA Website
- Advertise your business in the MCDA E-Newsletter
- Write a short article of interest and Get Published in the E-Newsletter
- Membership Certificate (through a request to the president)
- Approved Provider of Continuing Education Hours for Webinars
- MCDA Website Homepage
- Interact with MCDA leaders & members
- Multiple Professional development opportunities
- Look for upcoming webinars
- Career Development Training
- MCDA “Learning Moments” at NCDA Conference
- Important information from NCDA
- Standards for Employment Counseling Competencies and Legislative Advocacy
- Global presence
- Roundtables
- Webinars
- Conferences
- Workshops

In Memoriam Niel Carey

Written by Diana Bailey:

NCDA has lost a true advocate in Director, serving from 1985-94 impact. NCDA has worked with Coordinating Committee (NOICC) America. During this time, NCDA professional policy development. helped develop the National Career today and continue to be an guidelines for school counselors, trainers in the workforce advocacy were an important part of retirement, Niel continued his Government Relations Committee

DC-based advocate. For that effort, Niel was awarded the 2014 Legislative Award and later, as a 2021 Fellow for NCDA. His legacy will live on through his work with NCDA and his impact will be apparent as NCDA continues to lead as the premier career development association. Niel was charismatic, passionate, and deeply dedicated to his work with NCDA. His work brought him such joy and sense of purpose. He loved members like family.



Niel Carey. He was NCDA's first Executive during a time of tremendous growth and the National Occupational Information to conduct the first Gallup Poll on Working was actively involved in national and Through a collaboration with NOICC, NCDA Development Guidelines, that are still in use important part of the professional practice for counselor educators, and for the staff and development centers. Legislative and policy Niel's contribution to NCDA. After his advocacy with NCDA as the Chair of the and convinced the Board of Directors to hire a

From Paula Brand:

Mr. E. Niel Carey, Dr. Lee Richmond, Dr. Rich Feller



Paula Brand, MS, GCDF, CSNS, CPRW, JCTC

Global Career Coach & Consultant | Speaker, Trainer, Facilitator

[LinkedIn.com/in/paulabrandcareers](https://www.linkedin.com/in/paulabrandcareers)

Author of The Purple Parachute: A Woman's Guide to Navigating the Winds of Career Change, www.purple-parachute.com @paula_purple_parachute (Instagram)

Special Announcement from NCDA

July 11, 2023

The National Career Development Association (NCDA), the largest organization serving career practitioners and educators globally, is disheartened by the Supreme Court ruling to end race-conscious college admission.

“Our association opposes discrimination against any individual and is committed to diversity, equity, inclusion, belonging and advocacy,” said Lakeisha Mathews, Ed.D., President of NCDA. Programs that promote equity in training and education increase access to gainful employment and meaningful work for underrepresented groups. In addition, this decision has the potential to impact the ability to recruit and train diverse professionals into higher education counseling programs and consequentially the ability to recruit diverse professionals into the field of career development.

This decision also undermines the role of career practitioners working in K-12 and college career counselors and individuals in private practice. And, in light of the recent decisions from the Supreme Court, NCDA chooses to further strengthen its commitment to diversity, equity, inclusion, belonging and advocacy (DEIBA) so that all individuals can achieve their career and life goals.

Through the work of our Board of Directors, Diversity, Equity and Inclusion Committee, Government Relations Committee, and International Student Services Committee, NCDA will continue to advocate for equality and equity in our profession and for the students and clients we serve.

Newsletter and PR

Dr. Sujata Ives

As a member of UNESCO's efforts towards Interculturalism through their Story Circles Model, I would like to share a piece of my own story as a foreign-born counselor and how exceedingly meaningful the 2023 Diversity Initiative Award is to me and my family.

Aside from life itself, my East Indian parents modeled unwavering courage, a love for knowledge and enlightenment, and an adherence to diligence and hard work. They expected nothing less than brilliance in return.

My world was filled with delightful food and spices, colorful Saris and fabrics, Bollywood music and dancing, and Indian holiday traditions that ascribed to numerous auspicious events, as well as unfavorable storms, during my lifespan development.

At the age of eight and half, I was not prepared for what my eyes saw for the first time: the grand lady Statue of Liberty was a sight to behold from the airplane window. The neon lights and jazz sounds of the busy airport after we landed overwhelmed me with excitement from the top of my head to the tip of my toes. I looked down to find my feet tapping and stomping.

This was going to be a brand-new world, and I knew that I would need to be a brave little girl. The seven long years that it took my parents to get a US Visa would lead to years of hard work in order to adjust into a new culture. Despite early hardships, they never failed to take their eyes off of the American Dream, and sustained their perseverance through working in three jobs each. Work was the central theme in my lifespan early, middle, and later decades.

We landed in the small dot of a town in upstate NY where traditions, values, and patriotism caused neighbors to watch out for each other. We were the first Indian family to move in that town. As the movers were unloading the truck, an elderly next-door neighbor came up to my dad and said, "I see that you are not black. I see that you are not white. What are you?" To which my father replied, "We're beige". After a momentary pause, everyone laughed and all was well. The neighbor got to know us and took delight in my childhood and adolescent development in the years to come. She attended my school plays, piano recitals, and swim team meets. This show of support and acceptance, from her and the community, was a positive example of multiculturalism.

We were fortunate that our neighbors were curious and interested in learning about India; we welcomed their engagement at that time, because we witnessed that for some groups this was not the case.

It was in college, through empowering professors, where I gained the courage to begin creating a social change through multiculturalism, transculturalism, and interculturalism.

The kindness of strangers, mentors, and colleagues has been a great gift in my life. There is so much to say, but I'll stop here. The rest of my story is in a book that will come out this winter and is entitled "Activate Success".

I am grateful to MCDA, MCA, ACA, and especially to NCDA for recognizing my tireless efforts to create a fulfilling world indivisible, with liberty, and justice for all human beings.

Thank you so much!

Sujata Ives, PhD
MCDA.President@MDCareers.org
“A Counselor’s Counselor”



This Newsletter has been approved by the MCDA Board.
Our next Newsletter will come out the last week in September.
Please send in your submissions by the 5th of each month.
Your submission does not always guarantee publication.
Thank you.

~End of Document~